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ABSTRACT

The essays in this collection establish the case for racial diversity , outline the challenges diversity offers the academic community, presents examples of how some institutions have developed successful models of diversity, and discusses how the history of racial diversity has influenced aspects of diversity today. Following a foreword, "Diversity in Higher Education--Why It Matters," by William English Kirwan, and an introduction by Frank W. Hale, the chapters are: (1) "The Culture of Power" (Paul Kivel); (2) "A Brief Mediation on Diversity and 'Duhversity'" (Raymond A. Winbush); (3) "Limits to 'Pluribus,' Limits to 'Unum': Unity, Diversity, and the Great American Balancing Act" (Carlos E. Cortes); (4) "How To Become an Outstanding Educator of Hispanic and African-American First-Generation College Students" (Samuel Betances); (5) "Diversity and Learning at Harvard: A Historical View" (Neil L. Rudenstine); (6) "The MIT Experience: Personal Perspectives on Race in a Predominantly White University" (Clarence G. Williams); (7) "Self-Discovery to Actualization: Charting a Course To Make a Difference" (Antoinette Miranda); (8) "The Office of African-American Affairs: A Celebration of Success" (M. Rick Turner); (9) "The Development of a Multicultural Student Services Office and Retention Strategy for Minority Students: Still Miles To Go!" (Lee Jones); (10) "Effective Minority Programs at the Ohio State University" (Mac A. Stewart); (11) "Departmental Good Practices for Retaining Minority Graduate Students" (JoAnn Moody); (12) "Diversification of Faculty: Frank Talks form the Front Line about What Works" (Myra Gordon); (13) "Overcoming the Odds: Producing High-Achieving Minority Students in Science and Engineering" (Freeman A. Hrabowski); (14) "The Combination of Opportunity and Support Equals Success: The Options through Education Program at Boston College" (Donald Brown); (15) "Strategic Priorities and Strategic Funding: Minority Faculty Hiring at the University of Wisconsin-Madison 1988-2003" (Linda S. Greene and Margaret N. Harrigan); (16) "A Multicultural Research Program" (William E. Sedlacek); (17) "Foundations for Making Racial Diversity Work" (Leslie N. Pollard); and (18) "Deans as Diversity Leaders: Modifying Attitudes by Taking Bold Actions--Learning Lessons, and Changing Cultures" (William B. Harvey). An appendix contains an inventory for assessing an institution's commitment to multicultural programming. Many chapters have references. (SLD)

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